

Senate Standing Committee on Education and Employment - Education

**QUESTIONS ON NOTICE
Budget Estimates 2014-2015**

Cross Portfolio

Department of Education Question No. ED0149_15

Senator Ludwig provided in writing.

Question

Dept & all agencies: non-ongoing contracts

1. How many non-ongoing contracts have expired without extension since the 2013 federal election? 2. For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates. 3. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election? 4. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election? 5. How many of these new non-ongoing engagements were approved by the Public Service Commission? 6. For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application. 7. How many of these new non-ongoing employee applications were rejected by the Public Service Commission? 8. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application. 9. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission? 10. For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.

Answer

1. Since 18 September 2013 five non-ongoing contracts expired without extension.

2. See table

Age	Gender	Classification	Salary Range	Location	Contract start date	Contract End Date	Reason Extension was not Sought	Description of Position
49	female	APS4	\$64,615- \$69,103	ACT	30/09/2013	01/03/2014	Maternity leave replacement – no longer required	Payments to families and services
26	female	APS4	\$64,615- \$69,103	WA	21/08/2013	06/05/2014	Employee found employment elsewhere	WA state office
29	female	APS3	\$59,400 - \$61,870	NT	8/10/2013	05/04/2014	Maternity leave replacement – no longer required	Early childhood and education and care
25	female	APS5	\$67,312 - 71,069	ACT	1/07/2013	10/05/2014	Maternity leave replacement – no longer required	International scholarships
50	female	APS6	\$74,196 - \$83,488	ACT	19/08/2013	24/05/2014	Short term need fulfilled	External budget

3. Refer to ED0196_15 (1)
4. Refer to ED0196_15 (2)
5. N/A
6. N/A
7. N/A
8. N/A
9. N/A
10. N/A

The **Australian Curriculum, Assessment and Reporting Authority (ACARA)** has provided the following response.

1. How many non-ongoing contracts have expired without extension since the 2013 federal election?	None to date
2. For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as well as all relevant dates.	N/A
3. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?	Nine
4. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?	N/A - Australian Curriculum, Assessment and Reporting Authority, is an independent Commonwealth statutory authority. ACARA employees are not employed under the Public Service Act 1999 (Cth).
5. How many of these new non-ongoing engagements were approved by the Public Service Commission?	N/A – as above
6. For every approved new engagement of a non-ongoing employee please provide the following details:	N/A – as above
a. the employee's age	
b. gender	
c. wage	
d. APS level	
e. a description of their job	
f. the length of their non-ongoing contract	
g. whether this position was advertised externally	
h. the reason for engaging this new	

employee and the reason given by the Public Service Commission for approving this engagement	
i. as well as all relevant dates relating to this application.	
7. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?	N/A – as above
8. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.	N/A – as above
9. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?	N/A – as above
10. For every non-ongoing employee engaged without the Public Service Commission’s approval please provide the following details: the employee’s age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was	N/A – as above
advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission’s approval, as well as all relevant dates.	N/A - as above

The **Australian Institute for Teaching and School Leadership (AITSL)** has provided the following response.

1. How many non-ongoing contracts have expired without extension since the 2013 federal election	Three
2. For every expired non-ongoing contract please provide the following details:	
a. the employee’s age	[1] 45 [2] 61 [3] 44

b. the employee's gender	[1] Male [2] Female [3] Female
c. the employee's wage	[1] \$96,253 [2] \$140,925 [3] \$127,960
d. the APS level classification	[1] AITSL Level 4 [2] AITSL Level 5 [3] AITSL Level 5
e. the length of their non-ongoing contract	[1] Three months [2] 18 months [3] 8 months
f. a description of the job	[1] Senior Project Officer [2] Manager [3] Manager
g. the length of continuous employment by the APS	[1] Three months [2] 18 months [3] 8 months
h. the reason why an extension was not sought	[1] Position replaced on an ongoing basis [2] Retirement [3] Employee did not wish to extend
i. Please provide all relevant dates	[1] 27/09/2013 [2] 24/12/2013 [3] 24/12/2013
3. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?	Two
4. How many of these new non-ongoing engagements were approved by the Public Service Commission?	Not applicable
5. How many of these new non-ongoing engagements were approved by the Public Service Commission?	Not applicable
6. For every approved new engagement of a non-ongoing employee please provide the following details:	Not applicable
a. the employee's age	Not applicable
b. the employee's gender	Not applicable
c. the employee's wage	Not applicable
d. the APS level classification	Not applicable
e. the length of their non-ongoing contract	Not applicable
f. a description of the job	Not applicable
g. the length of continuous employment by the APS	Not applicable
h. the reason why an extension was not sought	Not applicable
i. Please provide all relevant dates	Not applicable
7. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?	Not applicable

8. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details:	Not applicable
a. the employee's age	Not applicable
b. the employee's gender	Not applicable
c. the employee's wage	Not applicable
d. the APS level classification	Not applicable
e. the length of their non-ongoing contract	Not applicable
f. a description of the job	Not applicable
g. the length of continuous employment by the APS	Not applicable
h. the reason why an extension was not sought	Not applicable
i. Please provide all relevant dates	Not applicable
9. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?	Not applicable
10. For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details:	Not applicable
a. the employee's age	Not applicable
b. the employee's gender	Not applicable
c. the employee's wage	Not applicable
d. the APS level classification	Not applicable
e. the length of their non-ongoing contract	Not applicable
f. a description of the job	Not applicable
g. the length of continuous employment by the APS	Not applicable
h. the reason why an extension was not sought	Not applicable
i. Please provide all relevant dates	Not applicable
<p>Note: The term ongoing staff has assumed those engaged as maximum-term; the term non-ongoing staff has assumed those engaged as fixed-term.</p> <p>AITSL has a funding agreement to 30 June 2015. Maximum-term staff are those employed to that date hence the assumption that they are considered ongoing has applied.</p>	

The **Australian Research Council (ARC)** has provided the following response.

- 1) Four
- 2)

Gender	Age	Position	Class	Location	Length of Employment	Salary \$
Male	24	Project Officer	APS4	Canberra	5 months	62 069
Female	42	Project Officer	APS4	Canberra	5 months	62 069
Male	29	Administration	APS5	Canberra	12 months	67 431
Female	23	Administration	APS3	Canberra	12 months	55 212

- 3) The Australian Research Council follows the APSC interim Guidelines on Recruitment within the APS, one of which was not to extend non ongoing contracts.
- 4) None
- 5) None
- 6) Not applicable
- 7) Not applicable
- 8) Not applicable
- 9) Not applicable
- 10) Not applicable

The **Tertiary Education Quality and Standards Agency (TEQSA)** has provided the following response.

- 1) 3
- 2)

Age	Gender	APS Level	Length of Service	Reason not extended	Relevant Dates	Job Description
35-39	Female	EL2	20 months	Employee on S26 transfer	S26 dates from 30/01/2012 - 16/10/2013	Given the size of the agency this information will make it easy to identify the individual
45-49	Female	EL2	12 months		02/01/13 - 24/12/13	Given the size of the agency this information will make it easy to identify the individual
56-60	Female	APS 6	4 months	Staff Resignation	Contract dates 19/08/2013 - 18/08/2014 Employee left 03/01/2014	Given the size of the agency this information will make it easy to identify the individual

- 3) NIL
- 4) NIL
- 5) NIL
- 6) Not applicable
- 7) Not applicable
- 8) Not applicable
- 9) Not applicable
- 10) Not applicable

The **Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)** has provided the following response.

1. How many non-ongoing contracts have expired without extension since the 2013 federal election?	9
2. For every expired non-ongoing contract please provide the following details: the employee's:	
- a. The employee's age.	<ul style="list-style-type: none"> i) 44 ii) 25 iii) 25 iv) 20 v) 60 vi) 24 vii) 59 viii) 47 ix) 40
- b. Their gender.	<ul style="list-style-type: none"> i) M ii) F iii) M iv) F v) F vi) F vii) F viii) F ix) M
- c. Their wage.	<ul style="list-style-type: none"> i) \$39,886pa ii) \$58,915pa iii) \$55,142pa iv) \$52,820pa v) \$119,411pa vi) \$58,915pa vii) \$89,922pa viii) \$72,056pa ix) \$46,411pa x)

<p>- d. Their position's APS level classification.</p>	<p>i) APS1 ii) APS4 iii) APS3 iv) APS3 v) EL2 vi) APS4 vii) EL1 viii) APS6 ix) APS2</p>
<p>- e. A description of their position.</p>	<p>i) Facilities Assistant ii) Research Officer iii) Archive Assistant – Image iv) Administrative Assistant v) Senior Project Officer vi) Archive Assistant – Image vii) Learning & Career Pathways Manager viii) Research Project Officer ix) Packer - Casual</p>
<p>- f. Their length of continuous employment at the APS.</p>	<p>i) 2 months ii) 6 months iii) 8 months iv) 5 months v) 8 months vi) 6 months vii) 7 months viii) 4 years 4 months ix) 6 months</p>
<p>- g. The reason why the extension was not sought for their position.</p>	<p>i) Position was filled permanently via recruitment selection ii) VISA not permitting extension beyond 6 months continuous employment with the same employer iii) Other employment found elsewhere iv) Commenced university interstate v) End of Project vi) Other employment found elsewhere vii) Organisation restructure viii) Organisation restructure ix) Casual employment ended</p>
<p>- h. Please provide all relevant dates.</p>	<p>i) 31.07.13 – 27.09.13</p>

	ii) 17.06.13 – 16.12.13 iii) 23.04.13 – 31.12.13 iv) 19.08.13 – 31.01.14 v) 14.05.13 – 31.01.14 vi) 08.08.13 – 14.02.14 vii) 23.09.13 – 02.05.14 viii) 07.01.10 – 09.05.14 ix) 11.09.13 – 01.04.14
3. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?	14
4. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?	N/A - We are not required to submit non-ongoing contract engagements to the Public Service Commission for pre-approval under the interim arrangements for APS recruitment.
5. How many of these new non-ongoing engagements were approved by the Public Service Commission?	N/A
6. For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application.	N/A
7. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?	N/A
8. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.	10
9. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?	N/A - We are not required to submit non-ongoing contract engagements to the Public Service Commission for pre-approval under the interim arrangements for APS recruitment.
10. For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and	N/A

the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.	
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